

Washington State Workforce Training and Education Coordinating Board
Minutes of Meeting No. 110
May 10, 2006

Mr. David Harrison called the Workforce Training and Education Coordinating Board (Workforce Board) meeting to order at 4:30 p.m. at Walla Walla Community College Conference Center Room 185. The following Board members and officers were present:

David Harrison, Board Chair
Rick Bender, Labor Representative
Charlie Earl, State Board for Community and Technical Colleges (SBCTC)
Karen Lee, Employment Security Department (ESD)
Janet Lewis, Labor Representative
Beth Thew, Labor Representative

Ellen O'Brien Saunders, Executive Director

Welcome and Introductions

Mr. Harrison thanked the Walla Walla Community College and President Steve Van Ausdle for inviting us to hold our May 2006 meeting at their campus. The welcome continued with introductions of the Board and guests. Mr. Harrison recognized the guests in the audience.

Motion 06-110-01

Ms. Janet Lewis moved to adopt the March 16, 2006, minutes. Mr. Rick Bender seconded the motion. The motion passed.

Workforce Development System Review

Mr. Harrison asked the Workforce Board members to share their expectations of the Workforce System Review. Ms. Lewis would like the study to identify the performance problems then address them. Mr. Bender wants to make sure that the major stakeholders, in terms of workforce training-business and workers-have a strong voice in setting policy and direction. Mr. Bender would also like to have a strong voice with Washington Learns and dropout and basic skills issues in K-12. Ms. Beth Thew would like to have better connection between the Workforce Board and the local Workforce Development Councils (WDC). Ms. Karen Lee would like to see better execution in service delivery for employers and job seekers and a better system for providing WorkSource infrastructure. Ms. Lee also mentioned the need to update the "Joe Dear Letter" and to work with the local WDC's to make them more effective bodies. Mr. Charlie Earl addressed the issue of demographic changes and the demise of the middle class and the need for "elegant data." Ms. Ellen O'Brien Saunders expressed the need for people to have a sense of common purpose by sequencing planning and agreement on shared outcomes. Mr. Bender added that legislators still believe the system is too disjointed and complex.

The Workforce Board Pre-Meeting recessed at 6:05 p.m.

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David Harrison, Board Chair
Rick Bender, Labor Representative
Rod Duckworth for Terry Bergeson, Office of Superintendent of Public Instruction (OSPI)
Charlie Earl, State Board for Community and Technical Colleges (SBCTC)
Mike Hudson, Business Representative
Karen Lee, Employment Security Department (ESD)
Tony Lee, Targeted Populations
Janet Lewis, Labor Representative
Asbury Lockett, Business Representative
Lynnae Rutledge for Robin Arnold-Williams, Department of Social and Health Services
Beth Thew, Labor Representative

Ellen O'Brien Saunders, Executive Director

Mr. David Harrison reconvened the meeting. He recognized Steve VanAusdle, President of Walla Walla Community College, and acknowledged the wonderful dinner and tour of the Enology and Viticulture Center. The Walla Walla Community College Culinary Arts program prepared the fabulous four-course meal for the Board. Mr. Harrison thanked Mr. VanAusdle for the endless efforts he has made in education.

Chair's Report

Mr. Harrison asked that Ms. Ellen O'Brien Saunders and Mr. Bryan Wilson keep the Board informed regarding Washington Learns. Mr. Harrison asked Mr. Wilson about the contractors that he was interviewing for the review, and Mr. Wilson indicated that a decision has not yet been made. Mr. Harrison noted that there were five finalists interviewed for the Interim Executive Director position and three recommended for reference checks. June 19 is still the target date for the Interim Executive Director to begin. Mr. Mike Hudson commented that he was impressed by the interviewing process.

Mr. Harrison and Ms. Karen Lee look forward to attending local WDC meetings for input on the Workforce Development System Review and get their input.

Executive Director's Report

The Interim 2007-2009 Strategic Plan was introduced for approval. Ms. O'Brien Saunders added that the final plan would include both *High Skills, High Wages* strategies and the Workforce Development System Review recommendations. Ms. O'Brien Saunders assured the Board that there are no significant policy changes and that this should be seen at this point as a compliance document.

Ms. O'Brien Saunders highlighted the work in Tab 3. Ms. Beth Thew suggested using Washington Learns as a source for piloting the Work Readiness Credential. Mr. Asbury Lockett asked that Ms. Pam Lund provide him with cut-off score methodology. Ms. O'Brien Saunders

went over the agendas for future Board meetings. Mr. Harrison asked for a portion of the June agenda to be set aside for follow up on the May 10-11 meeting discussion.

Ms. O'Brien Saunders has invited Ms. Kimberley Green, Executive Director for the National Association of State Directors Career Tech Education Consortium, to speak at the June Board meeting. Ms. O'Brien Saunders also indicated that she intends to draft a letter to the Congress on the need for using Integrated Performance Information measures in the Workforce Investment Act reauthorization.

Motion 06-110-02

Mr. Rick Bender moved that the Workforce Board approve the Interim 2007-2009 Strategic Plan for the Office of Financial Management. Mr. Lockett seconded. The motion passed.

Workforce Training Results Part One

Mr. Wilson presented the materials and acknowledged Ms. Evelyn Hawkins' hard work. Mr. Bender noted the differences in lengths of participation from one program to another and how the long length of apprenticeship programs contributes to their rate of non-completion. Ms. Lee inquired about the demographics of those who do not complete apprenticeship. Mr. Tony Lee and Ms. O'Brien Saunders asked about the survey question used to ask someone whether their training and employment were related. Mr. Harrison asked if we could have that information at the June 29th meeting. Ms. Lynnae Rutledge inquired whether clients on the Department of Vocational Rehabilitation (DVR) waiting list were included in the analysis. She also indicated interest that DVR be included in the employer satisfaction survey.

Carl Perkins Vocational Education Act (Action)

Mr. Wilson presented the materials for Tab 5. Mr. Rod Duckworth raised the concern about the distribution of secondary and postsecondary funds following recapture. Mr. Harrison clarified the intention and asked that the resolution be revised. The following language was added to the motion: "secondary and postsecondary recaptured funds shall remain within their respective systems." Ms. Janet Lewis inquired about the review process for the Navigation 101 grants to schools. Mr. Duckworth said he would check into the process.

Motion 06-110-03

Mr. Charlie Earl moved to adopt the recommended motion as amended that the Workforce Board approve the policy for Carl D. Perkins. Ms. Lee seconded. The motion passed.

Workforce Development Council Certification (Action)

Ms. Lund presented the materials dealing with certification of local WDCs for 2006-2008. Mr. Bender was interested in the Snohomish County WDC and asked that the Board hold a special meeting via conference call in June. Mr. Bender asked that the motion be revised to delete the delegation of the Board's authority. Due to the fact the Mr. Earl was on the Snohomish County WDC before his appointment, he said he would recuse himself from voting on this motion.

Motion 06-110-04

Mr. Hudson moved adoption of the motion except for the provision relating to Snohomish County. Ms. Lewis seconded. The motion passed.

High Skills, High Wages 2006 – Performance Accountability (Action)

Mr. Wilson presented the material in Tab 7. Mr. Wilson acknowledged the blanks for the latest results will be filled in at a later date when data is available.

Motion 06-110-05

Mr. Lockett moved to adopt the recommended motion to approve the dissemination of the draft chapter four for public view. Ms. Lewis seconded. The motion passed.

High Skills, High Wages 2006 – Agenda for Action (Action)

Mr. Wilson presented the material in Tab 8. Ms. Thew raised the concern over the term “middle-wage” and suggested replacing that terminology with family-wage. Mr. Earl suggested that the Board look into the efforts of the Los Angeles area in building the middle class through working with the ports. Ms. Lee expressed interest in consistency between the *High Skills, High Wages* strategies for K-12 and the plans of OSPI, especially in addressing the dropout rate.

Mr. Duckworth mentioned there was still a lot of work that needed to be done for dropout prevention. Ms. O’Brien Saunders added that the Board’s dropout initiative and Navigation 101 are examples of that. Mr. Hudson commented that coordination is the key. Mr. Harrison summarized three tiers of Board involvement: our over-arching goals and objectives (50,000 foot level); the specific strategies we support; and our limited financial resources and regulatory role. There was discussion among the Board regarding the operating agencies plans being consistent with *High Skills, High Wages*. Mr. Earl expressed appreciation for inclusion of the “Tipping Point” and “I-BEST” strategies in this chapter.

Motion 06-110-06

Ms. Lewis moved to adopt that the Workforce Board approve the dissemination of the draft *High Skills, High Wages: 2006, Chapter 5: Our Agenda for Action* for public review. Ms. Thew seconded. The motion passed.

Industry Skill Panels – Standards (Action)

Ms. Lund presented the material in Tab 9. Mr. Hudson was interested in a satisfaction survey of the community colleges/technical colleges and the WDCs in addition to employers for standard 8. Ms. Thew suggested the standard include all participants of the skill panels. Ms. Lee raised issues with sustainability and mentioned that perhaps a panel should not continue receiving WIA funding if it has achieved standard 9. She also offered the ESD’s “Vacancy Study” as a source of data for additional assessment of skill panels’ efforts. Mr. Harrison is interested in revisiting a GF-State budget request for funding and acknowledged the Governor’s virtual participation in the June 19 Skill Panel Institute. Ms. O’Brien Saunders suggested nominating Ms. Jody Smith for an award at the Governor’s September event.

Motion 06-110-07

Ms. Lewis moved to adopt the motion that the Workforce Board approve the Industry Skill Panel Standards. Ms. Thew seconded. The motion passed.

Workforce Investment Act Title I-B 10 Percent

Mr. Wilson presented the material in Tab 10. Mr. Harrison indicated interest in linking some of the funding to performance in the future. Ms. Lee suggested using her agency’s Government Management Accountability and Performance (GMAP) measures. Mr. Earl asked whether the

operating agencies sufficiently promoted the work of the Board. Mr. Bender does not feel that we are doing a good enough job of getting the word out about the good work we are doing.

Motion 06-110-08

Mr. Hudson moved to adopt the motion that the Workforce Board recommend to the Governor the attached allocations of the Workforce Investment Act 10 Percent Fund for July 1, 2006, to June 30, 2007. Ms. Thew seconded. The motion passed.

Workforce Development System Review

Mr. Harrison summarized the discussion from the previous day. Mr. Harrison asked the Workforce Board members to share their expectations of the Workforce Development System Review. Mr. Hudson indicated that he wanted greater visibility of the customer. Ms. Rutledge suggested including language about improving the Board's image. Mr. Earl suggested the need for a communication plan for the review. Mr. Harrison also indicated that he and Ms. Lee would be visiting the WDCs and are available for community college/technical college meetings. Mr. Harrison summarized the Board's previous day's discussions by outlining them on the white board.

Summary

Getting Results from an intergraded system: Teeth or Consequences

Communicate ideal; powerful data; commonality of purpose; execution of service delivery

- Align coherent plan with operation steps and incentives. produce-shared outcomes including higher completion rates
- Make the system's voice stronger and more influential
- Connect state and local together better (perfectly)
- Expand the system's interest in younger students (12-14 year olds)
- Create infrastructure sanity
- Anticipate multiple demographic changes
- Too many pots of money/make less cumbersome
- Relationships to economic development
- The new Joe Dear letter? (play nice together)

The meeting adjourned at 3:00 p.m.